



CITY OF NEWPORT BEACH BENEFITS SUMMARY

Part-Time Unit, UPEC, Local 777 Effective July 1, 2006 through June 30, 2010

This is a general outline of employee compensation and fringe benefits. For a complete explanation of benefits, benefit eligibility and restrictions, please refer to the current Memorandum of Understanding (MOU) and the Employee Policy Manual.

GENERAL PROVISIONS

Recognition: Employees will become eligible for recognition after working a cumulative total of 1,000 hours in any fiscal year. Once eligible to be a unit member, employees will remain covered under the MOU, while actively employed, regardless of the number of hours worked thereafter.

COMPENSATION

Salary Adjustments: Part-time classifications with a corresponding full-time classification shall receive the same salary adjustments as provided the full-time classification. Part-time classifications without a corresponding full-time position shall receive the general cost of living salary adjustment provided to members in the City Employees Association. The top step for Reserve Police Officers shall be equivalent to the first step of the full-time Police Officer salary range.

Compensation for Overtime: Paid at one-and-one-half (1.5) hours for each hour worked over forty (40) beginning 001 Saturday and ending midnight the following Friday for non-exempt employees.

Jury Duty: If required to attend jury duty on a regularly scheduled day, employees will be compensated for the hours they were scheduled to work up to a maximum of sixty (60) days per summons.

LEAVES

Pay For Leave: Employees earn .04 hours for each hour worked. Maximum accrual is eighty (80) hours.

FRINGE BENEFITS

Cafeteria Plan: Effective March 1, 2008, the City contribution toward the cafeteria plan shall be \$3.25 per hour worked up to a maximum of 64 hours worked per pay period. If an employee is enrolled in a PERS Medical plan the monthly premium will be deducted per pay period. For any premium exceeding the employee's cafeteria plan contribution, the employee's earnings will be deducted to cover the cost of the premium. For any premium less than the cafeteria plan contribution, the employee will receive the balance as taxable cash.

PARS Retirement: All employees not eligible for PERS will be enrolled in the Public Agency Retirement Services (PARS) in lieu of Social Security. Both the Employee and the City make a contribution to this plan of 3.75% of salary.

PERS Retirement: Employees (excluding the Police Cadet and Police Reserve Officer classifications) who work the minimum requirement of 1,000 hours during the fiscal year (July 1-June 30) will be enrolled in the Public Employees Retirement System.

PERS retirement formula is 2.5%@55 PERS for Miscellaneous employees with a 3.42% employee contribution and 3%@50 formula for Safety employees. The City has the following contract provisions: single highest year, 4th Level 1959 Survivor Benefit, Sick Leave Credit (Miscellaneous only), Military Service Credit, \$500 Lump Sum Death Benefit, 2% COLA, and Pre-retirement Optional Settlement 2 Death Benefit. Please contact Human Resources or refer to the CalPERS website, www.calpers.ca.gov, for an explanation of these options.

MISCELLANEOUS

Direct Deposit: All employees shall participate in the payroll direct deposit program.

Revised (mwd): 8/5/09